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Commonwealth of Massachusetts

LABOR BULLETIN

ISSUED BY THE
BUREAU OF STATISTICS OF LABOR

EDITED BY
CHARLES F. GETTEMY
CHIEF OF BUREAU

OCTOBER, 1907

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MASSACHUSETTS

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MASSACHUSETTS LABOR BULLETIN.

ISSUED MONTHLY IN ACCORDANCE WITH THE PROVISIONS OF CHAPTER 107, REVISED LAWS, BY THE
BUREAU OF STATISTICS OF LABOR, BOSTON.

Editor: CHARLES F. GETTEMY, Chief of Bureau.

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October, 1907.

WHOLE NO. 53.

EDITORIAL REVIEW.

Status of the Shoe Workers' Troubles.

The controversy between the Boot and Shoe Workers Union and the seceding lasters of Brockton took a decided turn on September 26, when about 250 lasters in the employ of the W. L. Douglas Shoe Co. struck because the management declined to recognize Thomas B. Hickey, a representative of the independent union, the company vigorously asserting its intention of living up to its contract with the Boot and Shoe Workers Union. On October 8 about 115 vamps also left their old organization (Vampsers Union No. 256) and formed an independent union with the intention of affiliating with the independent lasters of Brockton and the independent lasters and the lasting machine operators of Lynn. But a new union composed of former members of Lasters Union No. 192, who remained loyal to the Boot and Shoe Workers Union, was also organized on October 8, and will be known as Lasters Union No. 100.

Meantime, the shop crews of the W. L. Douglas Shoe Co., including the cutters, sole leather workers, finishers, sole fasteners, edgemakers, and others, met and adopted resolutions condemning the strike of lasters and pledging loyalty to the union stamp contract. At a special meeting of the Joint Shoe Council, held

at the call of the Sole Fasteners Union, it was voted to sustain the union stamp contract. That is to say, the 12 affiliated shoe workers' unions of Brockton took issue squarely with the independent lasters union, and President John F. Tobin, of the Boot and Shoe Workers Union, announced that unless the strikers were back in their places by September 30 they would be liable to a fine and suspension from the union. A proposition of the Rev. Alan Hudson, of the First Congregational Church, that the striking lasters return to work pending a decision by Samuel Gompers, president of the American Federation of Labor, was refused. President Gompers did not, however, let the strikers remain long in ignorance as to his position in the matter. He promptly wrote to the General President of the Boot and Shoe Workers Union expressing the hope that the lasters would see the error of their course, renew their loyalty to the Boot and Shoe Workers Union, and thus end an unseemly strife. He further declared that the American Federation of Labor would co-operate in the effort to maintain the union stamp contract. The Boston Central Labor Union also, on October 6, reaffirmed its indorsement of the Boot and Shoe Workers Union and its label, and condemned the efforts to form a second

organization as being contrary to the principles of trade-unionism.

Official hostility to the cause of the striking lasters was still further shown at Milford, October 15, when the Massachusetts State Branch, American Federation of Labor, in annual session, and after a hearing on the matter at which representatives of both sides of the controversy presented their views, adopted resolutions disapproving the formation of independent unions as antagonistic to the legitimate trade union movement. These resolutions condemned contract breaking and the application of the term "strike breakers" to those who work for the protection of contracts between employers and unions. Resolutions were also adopted approving the attitude of the W. L. Douglas Shoe Co. in observing the terms of their contract with the Boot and Shoe Workers Union against the attack of a hostile body calling itself a trade union, and approving the course of the Boot and Shoe Workers Union in protecting its contract obligations.

The movement, from a popular point of view, does not appear to have made much greater headway than it has officially, for a mass meeting at Brockton, October 13, called for the purpose of eliciting sympathy for the striking lasters, was, according to the newspaper reports, attended by only about 1,200 persons, and there are some 3,000 employees in the Douglas factories alone. Another mass meeting which was to have been held a few days later was indefinitely postponed.

At Lynn, on October 6, delegates from five independent unions of shoe operatives in Lynn, namely, the Edge-makers Independent No. 1, Shoe Workers Protective No. 2 (Hand Turn Workmen), Grain Counter Workers, Lasting Machine Operators No. 1, and the Lasters Independent Union formed a temporary Joint Shoe Council. At a meeting of treers and ironers on October 8 it was also voted to organize independently.

New Laws
in Effect
October 1,
1907.

Two important enactments of the Legislature of 1907 went into effect October 1.

One of these, the overtime bill, so-called (Chap. 267), was placed upon the statute book after an almost uninterrupted agitation covering a period of practically 15 years. It provides that "no person and no agent or officer of a person or corporation engaged in the manufacture of textile goods shall employ any minor under 18 years of age, or any woman, before six o'clock in the morning or after six o'clock in the evening." Commenting on this legislation Charities and The Commons said: "In Massachusetts the working child's day is to end at six o'clock in textile mills. The Massachusetts law is the more remarkable in including in its provisions all women as well as minors under sixteen years. Hitherto the closing hour has been 10 P.M. The new law ends a struggle of many years to do away with the evils of 'swapping,' that is, working for a second establishment in the evening, after ten hours' work during the daytime." The penalty for a violation of the law is a fine of not less than \$20 nor more than \$50 for each offense.

Another act affecting workingmen, which went into effect October 1, is Chapter 577, entitled "An Act to Provide for One Day's Rest in Seven." This law provides that "Except in cases of emergency or except at the request of the employee, it shall not be lawful for any person . . . or corporation to require an employee engaged in any commercial occupation, or in the work of any industrial process, or in the work of transportation or communication, to do on the Lord's day the usual work of his occupation, unless such employee is allowed during the six days next ensuing twenty-four consecutive hours without labor." It is further provided that the act "shall not be construed as authorizing any work on the Lord's day not now authorized by law, nor as applying to farm or personal

service, to druggists, to watchmen, to superintendents or managers, to janitors, or to persons engaged in the transportation, sale or delivery of milk, food or newspapers." The penalty for the violation of the law is a fine of not more than \$50.

The trustees of the Peoples Savings Bank Savings Bank, of Brockton, Massachusetts have voted unanimously to establish an insurance and annuity department in accordance with the provisions of the law enacted by the last Legislature (Chap. 561, Acts of 1907) and which took effect November 1, 1907, by which savings banks are authorized to establish departments for issuing industrial life insurance policies and annuities. This vote of the trustees of the Brockton bank remains to be ratified by a vote of the majority of the incorporators of the institution, but it is assumed that the latter will confirm the vote of the trustees. Several other savings institutions have the matter under careful consideration at the present time. The trustees of the General Insurance Guaranty Fund provided for by the law and appointed by Governor Guild, on July 10, are Warren A. Reed, of Brockton; Charles W. Hubbard, of Weston; Preston Pond, of Winchester; George Wigglesworth, of Milton; Charles K. Fox, of Haverhill; Charles C. Hitchcock, of Ware; and Hamilton Mayo, of Leominster. The trustees have appointed as their actuary, Robertson G. Hunter of New York, and the appointment has been approved by the Governor and Council. Mr. Hunter is a young man, but at the age of 30 has already had 10 years' experience in the service of the New York Life Insurance Company, seven of which were spent in the actuarial department at the home office and three in charge of the actuarial department at the office of issue in Chicago. He was educated at the University of Edinburgh, Scotland, and has been an associate of the Institute of

Actuaries of England, by examination, and a fellow of the Actuarial Society of America, by examination.

Mule Spinners' Convention. The eighteenth annual convention of the International Mule Spinners' Union was held at 724 Washington Street, Boston, September 12, about 55 delegates being present. The treasurer reported a net increase of 500 members, a majority of whom live in Rhode Island, Connecticut, and Canada. The report of the secretary showed six new districts. It was voted to create a defence fund by quarterly assessments on its 4,000 members. Urban Flemming, of Holyoke, was elected president; Charles E. Wade, Lewiston, Maine, vice-president; Samuel Ross, of New Bedford, secretary; and Thomas O'Donnell, of Fall River, treasurer. The union voted to ask the locals to urge an eight-hour day through legislative action. The movement for an August shutdown of mills was decided as one to be settled by the local unions.

Textile School for Loomfixers. A textile school for the benefit of the members of Union Loomfixers Union No. 38, of Lawrence,

is one of the latest projects in the line of technical education. It is being organized with facilities well equipped to carry out the intentions of the union, which is endeavoring to place before the public finished workmen in all branches of the trade. Four power looms, one hand loom, blackboards, scales, and yarn reelers have already been installed. Classes are forming to study loom construction, designing, and cloth and yarn calculation. Power is supplied by an electric motor contributed by the officials of the Washington Mills, and prominent manufacturers and textile instructors have been invited to deliver addresses to the students who will consist of members of Loomfixers Union No. 38 only.

On October 1 the International Brotherhood of Bookbinders' Strike. On October 1 the International Brotherhood of Bookbinders' Strike, as a result of the

refusal of employers to grant the eight-hour day, issued a strike order affecting union bookbinders throughout the United States. In thirty-two cities the bookbinders had been granted the eight-hour day, and the general strike affected principally Chicago, Philadelphia, Boston, and Minneapolis. Six firms in Boston which had not adopted the eight-hour schedule were involved. There are about 900 bookbinders in Boston and vicinity, some 700 of whom are members of the union. Already shops employing about 400 union men have established the eight-hour day. Two binderies in Norwood, the largest in New England, were involved in the trouble, about 180 men leaving the two establishments. In New York City, the strike affected only four shops. In Chicago, the men in several large printing establishments struck, and the proprietors having declared that they would not accede to the demands of the men, present indications (October 15) point to a protracted strike. The printing pressmen in several concerns also went out for the eight-hour day.

Royal Commission on Health and Safety of Miners. A Royal Commission for Great Britain appointed to inquire into and report on certain questions relating to the health and safety of miners and the administration of the Mines Acts will consider the desirability of making compulsory the watering of roads in dusty mines, the advisability of prescribing the forms of safety lamp to be used, the better prevention of accidents of various kinds, ventilation in the mines, the prevention of the disease known as ankylostomiasis, the need of a new system of examination for Managers and Under-Managers' certificates of competency, and also the prevention of accidents in quarries.

Technical Education Abroad.

An Association for the Promotion of Home-made Articles is being organized for the purpose of establishing trade schools and workshops in all the principal industrial districts of Russia. Technical improvements are to be introduced, and artists and technical experts will be employed to furnish designs and superintend the work. Artists and artisans will also be sent to foreign countries for the purpose of gathering information relative to the production of goods in Russia for foreign markets, and agencies are to be established in foreign countries for the sale of such Russian products. The Association plans also to better organize the trade in home-made articles and to supply raw materials to the workpeople.

There are now two Technical Institutions at Lyon, the centre of the French silk industry, which give instruction in sericulture. The *École Supérieure de Commerce* receives pupils from foreign countries and teaches them the entire silk business, from the raising of the worm to making the designs, weaving the silk, and putting it upon the market. While here learning to make silk, one may also acquire a thorough knowledge of the French language. A two years' course of study includes loom and weaving instruction, commercial law, political economy, bookkeeping, and modern languages, the charge for foreigners being \$200 per year. At the end of the two years' study the graduate never has any difficulty in obtaining a situation in one of the silk houses of Lyon. The second school in Lyon teaching the silk business is the *École Municipale de Tissage et de Broderie*, which is conducted by the city and is intended only for the children of citizens. It is free, with the exception of a 60-cent registration fee. Foreigners, however, are at present admitted on equal terms with the natives. In either of these schools a young man has all the advantages of learning a good business and

at the same time the language and social habits and customs of France.

A Federal Pension and "Keep Commission," which Retirement has been investigating the System.

A sub-committee of the federal administrative system, has formulated a plan for the retirement of civil servants of the Government on pensions, based on the length of service. A retirement fund, under the plan, is to be raised by a system of assessments, through the operation of which the Government will ultimately be relieved of all expense. In the meantime, in order to enable clerks to take immediate advantage of the system, it is suggested that the Government provide the necessary funds, and that assessments be withheld monthly from the pay of the clerks until the plan shall be sanctioned by Congress. The sub-committee, after giving much thought to the matter, has decided against the payment of pensions to retired employees wholly out of the Federal Treasury, and also against a uniform deduction of a given per cent or flat rate assessment on salaries, holding that such plans would be unfair to taxpayers on the one hand and to employees on the other.

In general, it is proposed to retire employees in the federal civil service on reaching the age of seventy years. Such retirement is not to be altogether compulsory, for it is provided that competent persons may be retained as long as they wish to remain and can render adequate service. On the other hand, in some cases it is suggested that the age of retirement be fixed at sixty or sixty-five years. The sub-committee has submitted its plan to the criticism of expert professional actuaries, and has had computations made upon which some of the detailed arrangements suggested by them are based. The fiscal arrangement is such that every employee in the civil service on retiring at the age of seventy years or upward would be paid an annuity equal to 1.5 per cent of his salary for every year of service. The fund from which this annuity would

be paid is to be provided by making a deduction from the monthly salary of the employee of an amount which will be sufficient, with 4 per cent compound interest, to purchase such an annuity at the age of seventy years.

In the contingency of an employee leaving the service before reaching the age of retirement, provision is to be made for the withdrawal of his accumulated savings or assessments with interest, but the sum contributed by the Government to make up the purchase money for the annuity of each employee cannot be withdrawn by the employee on leaving the service before retirement, nor can it be taken in cash upon retirement. It is to be used only for the purchase of his annuity, payable quarterly during life.

Such are the general features of the plan now awaiting the judgment of the full commission. It is estimated that it will entail an expense on the Government of about \$725,000 in the first year of its operation, and that this expense will gradually increase until it reaches a maximum of about \$1,750,000 at the end of thirty years, after which it is expected that the amount will steadily decline until finally the assessments will defray the entire cost. The plan is recommended not only upon humanitarian grounds, as affording a reasonable provision for the old age of faithful public servants, but as tending to increase the efficiency of the civil service as a whole.

In this connection it is of interest to note a new experiment in the matter of compulsory insurance for clerks in private employment, and in certain cases in the public service, which is to be put into operation in Austria, January 1, 1909. Under the law, passed in December, 1906, insurance will be obligatory for all persons over 18 years of age, employed as clerks in private service, whose salary is paid monthly or yearly and is not less than \$122 a year from one employer — except that clerks who are 55 years of age when the law enters into effect and persons becoming clerks after they have reached the age of 55 years are not sub-

jeet to the law. For the purposes of the law a clerk is an employee whose work is not manual, but is chiefly, if not exclusively, brain work. Clerks in public service are subject to the law in case pensions are not otherwise provided for them or their widows or orphans. Clerks in private service who are otherwise provided with pensions equal to or exceeding the lowest amount provided by this law, or who are temporarily employed outside Austria, and employees on public railways (for whom special pension provisions are made) are not subject to the law.

The premiums are paid in part by the person insured and in part by the employer. The insured are divided into six classes according to salaries received. For the first four classes, receiving from \$122 to \$487, yearly, the employer pays two-thirds of the premium and the insured one-third; for persons receiving from \$487 to \$1,462 a year, the premium is divided equally between employer and employee; and clerks receiving more than \$1,462 a year are required to pay the entire premium. The insured are entitled to benefits only after 10 years' premiums have been paid except in cases where disability or death results from accidents sustained in the discharge of duty to the employers. After 40 years' premiums have been paid, an old-age pension will be granted. A widow is allowed a pension equal to one-half the amount of the pension to which the deceased would have been entitled. Pensions for orphans are provided in amounts varying from one-third to twice the fundamental pension.

The State will contribute \$20,300 yearly for the maintenance of the pension office to which will be entrusted the execution of the law.

In accordance with a resolve adopted in March of this year, the Canton of Vaud, Switzerland, is to establish an old-age insurance institution, supported and controlled entirely by the canton. Participation is voluntary. All residents

of the canton as well as natives of Vaud living outside the canton are eligible. The annual appropriation of the State will be \$34,740. The annuity is to be paid to the insured beginning with the sixtieth year; or, if he becomes an invalid before reaching 60 years of age, a proportionately lower rate of annuity will be paid him. The annuity must not in any case exceed \$232 a year and is graded according to the rate of premium paid by the insured.

Railway Strike in England Threatened. The strained relations between the organized railway men and the directors of nineteen or more important railway companies in England reached an acute stage during the early part of September. Mr. Richard Bell, M.P., the general secretary of the Amalgamated Society of Railway Servants, speaking at Manchester on September 14, announced that, in view of the continued refusal of the directors to confer with the union officials, the question of calling a strike would be referred to the union members. Shortly afterward ballot papers were sent out to nearly 100,000 members with instructions to return them before October 28.

The immediate point at issue between the railway servants and the railway companies is the recognition of the union, although certain minor claims by the union, such as an eight-hour day for the more skilled employees, a ten-hour day for less skilled employees, and extra pay for overtime and Sunday labor, are matters which the union officials wish to discuss with the directors if opportunity be afforded them. The request of the railway servants for a direct conference between their representatives and representatives of the railroads is based on the claim that the employees individually or in small groups suffer a great disadvantage in stating their grievances, particularly when such grievances must be stated personally and locally. Under such conditions the directors need give less

consideration to the individual or isolated group of employees than would be the case were the grievances submitted by an authorized agent of the union who would not stand in the relationship of an employee.

Repeated requests have been made by officials of the Amalgamated Society for conferences with representatives of the companies, dating as far back as January, 1906, but these requests have been uniformly ignored by the directors. According to *The Nation* (London, September 28, 1907), "The obstinate refusal of the companies, even to confer upon the single issue in debate, is beginning to arouse a general feeling of resentment among all sorts of people irrespective of class or party, which will gather force as the actual crisis is approached." Other press notices indicate that the public generally is in sympathy with the railway servants in their request for a reasonable method of presenting their grievances. The continued patience of the men and the moderate methods adopted by their representatives in bringing the matter to an issue by calling for a general expression of opinion from the employees themselves instead of calling an immediate strike (although the officials are already empowered to do so) has further tended to keep public opinion favorable to the employees.

While no strike will be declared until called for by the ballot which closes October 28, and even then not until after the holiday season,—a concession by the union to the public,—the possibility of a strike has aroused intense interest in England in view of the great inconvenience and public disaster which would result from a more or less prolonged cessation of traffic. It is already proposed that in the event of a strike being called the Government should undertake to compel arbitration of the matters in dispute, and it is even suggested that a nationalization of the railroads might be seriously considered.

New Federal Immigration Law.

The new federal immigration law (Chapter 1134, Acts of 1907) which, with the exception of certain specified provisions, went into effect on July 1, 1907, differs in some important particulars from the so-called "Immigration Act of 1903." Thus the new law imposes a head tax of four dollars instead of two dollars on all aliens entering the country except such as have resided in Canada, Newfoundland, Cuba, or Mexico for at least one year immediately preceding their application to enter. In addition to idiots, insane, epileptics, paupers, persons likely to become public charges, professional beggars, persons afflicted with loathsome or dangerous contagious diseases, persons convicted of felony, etc., polygamists, anarchists, etc., prostitutes, contract laborers, and assisted immigrants, also specified in the earlier act, the following classes of persons to be excluded have been added: imbeciles; feeble-minded; persons afflicted with tuberculosis; persons certified under medical examination to be physically or mentally defective, such defect being of a nature which may affect the ability of such alien to earn a living; persons admitting crime; children under 16 years of age unaccompanied by one or both parents, at the discretion of the Secretary of Commerce and Labor or under such regulation as he may from time to time prescribe; and women and girls who may be entering the country for immoral purposes, in addition to those coming for purposes of prostitution. Insane aliens whose health or safety would be unduly imperiled by immediate deportation may, at the expense of the immigration fund, be held for treatment until such time as such alien may be safely deported. The period, within which a person found to be a public charge for causes existing prior to landing may be deported, was increased from two to three years.

The earlier law relating to immigra-

tion of alien contract laborers has been changed by the new act in two important respects as follows: (1) Aliens solicited or induced to migrate by reason of offers, or promises, even when there is no contract of employment, will hereafter be excluded; and (2) a person, otherwise admissible, whose passage money is paid by another, must be prepared to show that his passage was not paid by a corporation, an association, a society, a municipality, or a foreign government, whether such payment be made directly or indirectly. The employment of a special force, without reference to civil service regulations, was authorized for the enforcement of that portion of the new act which excludes alien contract laborers, and the sum of \$50,000 annually was made available for this purpose, such sum to be drawn from the immigration fund. The provisions of the new act do not refer to contract laborers or other aliens entering the Canal Zone, but aliens leaving the Canal Zone are to be considered as aliens notwithstanding.

The act also provided for the establishment of a joint commission on immigration empowered "to make a full

inquiry, examination and investigation" into the subject of immigration and also delegated to the President of the United States certain powers, one of which was the power to call an international conference on immigration. These provisions took effect on the passage of the bill (February 20, 1907).

The act further provided for the establishment of Bureaus of Information and Naturalization under the direction and control of the Secretary of Commerce and Labor, the duty of which bureaus shall be "to promote beneficial distribution of aliens admitted into the United States among the several States and Territories desiring immigration." The Boston Bureau was formally opened on September 26, with William H. Lewis, assistant United States Attorney, at its head. The Bureau is located in the Sears Building. Mr. Lewis has appointed as his assistants, Thomas Farrell, of Boston; William Hill, of Cambridge; Edward A. McCausland, of Boston; Daniel T. Niver, and Orrin T. Moore.

The section in the Immigration Act of 1903, relating to naturalization of anarchists, was not incorporated in the new act.

SOCIAL STATISTICS.

DEFECTIVE PHYSICAL CONDITIONS IN MASSACHUSETTS.
FROM THE DECENTNIAL CENSUS OF 1905.

No. 2. ACUTE DISEASES.

By HERBERT B. LANG, M.D.

The instructions to those who were engaged as enumerators in the Census of 1905 contained the following definition for guidance in the reporting of acute diseases:

Acute Diseases: In this class are included persons suffering from a disease, generally violent and coming to a crisis quickly, such as diphtheria, scarlet fever, measles, smallpox, etc. . . . It is usually the time afflicted rather than the nature of the disease that supplies the distinction between acute and chronic diseases and allows a proper classification.

It is probably not necessary or desirable to include in this article a list of all the diseases or conditions which caused acute disability. It is sufficient to say that there are included nearly all the diseases to which human flesh is heir, injury to nearly every part of the body, as well as surgical operations of almost every possible variety. Being governed by the latter part of the definition, every condition which incapacitated a person for a moderately short period of time was placed here among the acute, no hard and fast limits being adopted, but each case being considered separately, and in many instances decision reached only after careful consideration of all the accompanying data. In some cases, those of the essentially acute afflictions, for instance, no trouble was encountered; in others, solution of the problem was extremely difficult. Examples of the latter were: Bronchitis, Bright's disease, cystitis, nervous shock, metritis, indigestion, all of which might be acute or chronic, and rheumatism, in which it was often hard to tell whether 'acute

articular rheumatism or chronic rheumatism was meant.

This grouping may be divided into two large classes,—those suffering from disease and those who were victims of accident. Of the former, there were 3,496; of the latter, 674. Of the total (4,170), 2,048 received treatment at home and 2,104 received hospital treatment, which in 899 instances was surgical. There were 18 instances in which information on this point was not ascertained. Besides those specifically stated to have had surgical treatment, it is probable that there were others also who should be included in the number, especially among those who were injured.

The following table gives a list of the diseases which were most common and which caused the most suffering as judged by the number of persons afflicted by them:

CLASSIFICATION.	Males	Females	Both Sexes
Abscess,	33	44	77
Appendicitis,	122	168	290
Bronchitis,	29	39	68
Cancer (operation),	9	48	57
Diphtheria,	107	122	229
Erysipelas,	29	21	50
Eye (27 different affections),	41	21	62
Heart disease,	19	12	31
Hernia,	55	12	67
La Grippe,	27	34	61
Malaria,	29	22	51
Measles,	52	89	141
Meningitis,	49	41	90
Mastoiditis,	16	14	30
Mumps,	19	15	34
Pleurisy,	28	20	48
Pneumonia,	196	166	362
Pneumonia complicated,	19	7	26
Rheumatic fever,	105	98	203
Scarlet fever,	130	136	266
Typhoid fever,	76	48	124
Whooping cough,	34	40	74
Miscellaneous,	395	660	1,055
TOTALS,	1,619	1,877	3,496

¹ Includes about 75 different diseases.

It will be seen that the largest number for any single disease appears for pneumonia, 362 cases being reported. Next in order were appendicitis with 290 cases; scarlet fever, 266; diphtheria, 229; and rheumatic fever, 203. These five combined include 38.62 per cent, or nearly two-fifths of the entire number suffering from acute diseases at the time of the Census, the total for which, excluding those suffering from accidents, is shown to be 3,496.

There is a large sub-group of 899 persons, 332 males and 567 females, most of whom are included in the above 3,496, who were in hospitals at the time the Census was taken, either to be operated upon or to establish convalescence from operation. The recovery from a surgical operation is usually brought about in a comparatively short time and this is the reason for including these cases among the acute. In a few instances, in spite of the best surgical treatment, the person may not be restored to health or may be crippled in some way or there may be a recurrence of the trouble, as in cancer, certain abdominal diseases, burns, and crushing injuries. In the absence of further information, however, an ideal result has been assumed where there has been surgical treatment. Where a limb has been amputated, classification has been among the acute and also among the maimed or lame, as the case might be.

The accidents involving a convalescence of short duration consist of burns, fractured (broken) bones, and a great variety of lacerated, contused, incised, and infected wounds, and sprains, strains, and indefinite injuries, caused in many different ways, as by falls, collisions, falling of heavy weights, railroad accidents, explosions, kicks from animals, by being run over, and by being frozen. The fractured are given somewhat in detail, the remainder being

too much scattered to be combined in any satisfactory way.

Fractures.

CLASSIFICATION.	Males	Females	Both Sexes
Skull,	8	-	8
Nose,	-	1	1
Jaw,	2	-	2
Neck,	2	-	2
Collar bone,	1	-	1
Shoulder,	2	1	3
Arm,	33	12	45
Elbow,	1	-	1
Wrist,	5	9	14
Hand,	2	-	2
Ribs,	17	4	21
Back,	4	3	7
Pelvis,	1	2	3
Hip,	13	30	43
Femur,	16	8	24
Knee,	2	-	2
Kneecap,	3	-	3
Leg,	93	23	116
Ankle,	14	11	25
Potts,	-	4	4
Foot,	8	4	12
Miscellaneous injuries,	236	99	335
TOTALS,	463	211	674

Fractures of the shoulder, elbow, wrist, hand, knee, ankle, and foot are rather indefinite, on account of there being several bony structures in the regions mentioned without any particular one being specified. The accident most common, however, as indicated by the preceding figures is that of a broken leg.

A comparison of the distribution between the sexes of the diseases and of the injuries, as indicated by the two preceding tables, shows a direct opposite. More than twice as many men as women received injuries, while about one-sixth more women than men were afflicted with disease. This simply means that men are rather more resistant to attacks of acute disease than women, but on the other hand, on account of greater exposure, are more liable to injury from accident.

The number of persons afflicted with acute diseases is shown by counties in the following table:

Acute Diseases. The State and Counties: By Sex.

THE STATE AND COUNTIES.	Males	Females	Both Sexes
THE STATE, . . .	2,081	2,089	4,170
Barnstable, . . .	10	11	21
Berkshire, . . .	50	43	93
Bristol, . . .	78	68	146
Dukes, . . .	4	—	4
Essex, . . .	223	230	453
Franklin, . . .	32	21	53
Hampden, . . .	67	86	153
Hampshire, . . .	18	30	48
Middlesex, . . .	406	389	795
Nantucket, . . .	—	—	—
Norfolk, . . .	61	59	120
Plymouth, . . .	110	112	222
Suffolk, . . .	756	796	1,552
Worcester, . . .	266	244	510

Of the whole number suffering from acute disease or condition on the Census day, May 1, 1905 (4,170), the combined counties of Essex, Middlesex, Suffolk, and Worcester had 3,310, comprising 79.38 per cent, or nearly four-fifths of the total. The percentage in each of these counties, respectively, was 10.86, 19.06, 37.22, and 12.23. Nantucket was not represented at all among the acute diseases, and there were but four reported from the County of Dukes. The counties of Bristol and Hampden reported 146 and 153, respectively, Norfolk, 120, and Plymouth, 222.

The following table shows the number of persons afflicted with acute diseases only and the number where the condition was further complicated with a chronic disease, deafness, epilepsy, etc., or with defective social conditions, the latter being included under the terms prisoners, juvenile offenders, paupers, and neglected children:

Acute Diseases: By Conditions.

CLASSIFICATION OF CONDITIONS.	Males	Females	Both Sexes
Acute diseases only, . . .	1,942	1,999	3,941
Acute — chronic, . . .	13	25	38
Acute — consumptive, . . .	—	3	3
Acute — deaf, . . .	2	3	5
Acute — epileptic, . . .	2	1	3
Acute — lame, . . .	2	2	4
Acute — maimed, . . .	32	4	36
Acute — neglected children, . . .	20	8	28
Acute — other defective physical conditions, . . .	—	1	1
Acute — paupers, . . .	61	41	102
Acute — prisoners, . . .	2	—	2
Acute — chronic — maimed,	2	—	2

Acute Diseases: By Conditions — Concluded.

CLASSIFICATION OF CONDITIONS.	Males	Females	Both Sexes
Acute — chronic — paupers, . . .	1	—	1
Acute — deaf — paupers, . . .	1	1	2
Acute — lame — paupers, . . .	1	—	1
Acute — chronic — other defective physical conditions — paupers, . . .	—	1	1
TOTALS, . . .	2,081	2,089	4,170

Those suffering from acute disability of one kind or another were remarkably free from other defective social or physical conditions, of such, there being only 229, and of these the greater number were defective socially, that is, paupers, of whom there were 107, or neglected children, of whom there were 28. The number afflicted with chronic disease in addition to the acute disability was 42, this being the only other line of importance. It will be readily seen that 3,941 persons had the single condition of acute illness, 1,942 of them being males and 1,999 females.

The facts regarding ages are presented in the following table:

Acute Diseases: By Age Periods.

AGE PERIODS.	Males	Females	Both Sexes	Percentages (Totals)
4 years and under (infancy), . . .	233	212	445	10.67
5 to 16 years (school life), . . .	499	436	935	22.42
17 to 20 years (young persons), . . .	129	108	237	5.68
21 to 29 years, . . .	280	343	623	14.94
30 to 39 years, . . .	321	302	623	14.94
40 to 49 years, . . .	236	254	490	11.75
50 to 59 years, . . .	181	183	364	8.73
60 to 69 years, . . .	129	136	265	6.36
70 to 79 years, . . .	52	72	124	2.97
80 to 89 years, . . .	19	24	43	1.03
90 to 99 years, . . .	—	1	1	0.02
100 years and over, . . .	—	—	—	—
Age not given, . . .	2	18	20	0.49
TOTALS, . . .	2,081	2,089	4,170	100.00

Early life, especially the period before sixteen years of age, is very likely to be interrupted by acute disease. The preceding table shows 33.09 per cent occurring before the 17th year, and 68.65 per cent before the 40th year.

The age period 40 to 49 contained 490 persons, or but 11.75 per cent of the total, and in the higher age periods the percentages are perceptibly less. As people advance in years they seem to acquire an immunity to many acute dis-

eases, such as scarlet fever, measles, mumps, tonsilitis, etc., and to develop a conservatism which tends to make them more or less free from liability to accidental injuries.

The next table relates to occupations:

Acute Diseases: By Classes of Occupations.

OCCUPATIONS.	MALES				FEMALES				Aggregates
	Native Born	Foreign Born	Un-known	Totals	Native Born	Foreign Born	Un-known	Totals	
Government, . . .	26	6	-	32	3	3	-	6	38
Professional, . . .	23	4	-	27	28	2	-	30	57
Domestic service, .	11	13	-	24	489	416	2	907	931
Personal service, .	.28	24	-	52	28	14	1	43	95
Trade, . . .	97	32	-	129	28	7	-	35	164
Transportation, . . .	119	55	-	174	-	-	-	-	174
Agriculture, . . .	43	7	1	51	-	-	-	-	51
The Fisheries, . . .	4	5	-	9	-	-	-	-	9
Manufactures, . . .	261	219	2	482	91	55	-	146	628
Laborers, . . .	27	88	1	116	-	-	-	-	116
Laborers (farm), . . .	15	10	-	25	-	-	-	-	25
Apprentices, . . .	3	-	-	3	-	-	-	-	3
Scholars, . . .	298	26	2	326	286	22	1	309	635
Students, . . .	11	3	-	14	10	2	-	12	26
Retired, . . .	35	22	-	57	35	11	-	46	103
Unemployed twelve months,	4	5	-	9	1	2	-	3	12
Dependent, . . .	29	53	-	82	36	41	-	77	159
At home, . . .	346	15	7	368	299	6	4	309	677
Not stated, . . .	67	34	-	101	113	53	-	166	267
TOTALS, . . .	1,447	621	13	2,081	1,447	634	8	2,089	4,170

In the class Domestic Service, composed chiefly of females and including housewives, there were 931 persons or 22.33 per cent of the total. The second largest class, At Home, composed entirely of children under 10 years of age, exhibits a total of 677 persons, or 16.24 per cent of the total. Of these, 368 were males and 309 females. The classes Scholars and Students together numbered 661, of whom 340 were males and 321 were females. There were 628 engaged in Manufactures, 164 in Trade, 174 in Transportation, all of whom were males, 141 were unskilled laborers or at work on farms, 103 were reported as retired, 38 were engaged in Government service, and 57 in professional pursuits. Only 159 were reported as Dependent, but as will be seen from the

analysis of conditions (page 151) 28 of them were neglected children who would in any case be dependent, while 107 others were of the Pauper class. It is, of course, obvious that there is nothing in the nature of acute illness which would interfere with large variety and extent of occupations.

It will be noted that the occupations in the preceding table have been tabulated by native and foreign born. The total number of native born, 2,894, were evenly divided between the sexes, 1,447 of each. The foreign born were also pretty evenly divided, there being 621 males and 634 females, a total of 1,255 persons. There were 21 instances in which the birthplaces could not be ascertained, 13 males and eight females.

WORKMEN'S COMPENSATION ACTS.

British Statistics for 1906.

Although the new British Workmen's Compensation Act which took effect July 1, 1907, has superseded a former statute, the Statistics of Proceedings under the old Compensation Acts and the Employers' Liability Act during 1906, which have but recently been issued by the Home Office, are of interest since no statutory provision was made requiring any returns to show the working of the systems of compensation, and since in the majority of cases compensation is settled by agreement, no memorandum is registered and no official information, therefore, is available. Hence the statistics relate only to cases which came before the Courts or which otherwise came to the knowledge of the Home Office.

The statistics respecting arbitrations in County Courts under the Workmen's Compensation Acts in England and Wales show that in 553 cases of compensation to dependents in cases of fatal injury, the average amount awarded was \$929.50. In cases of non-fatal accidents a lump sum averaging \$175.19 was awarded in 124 cases; a weekly amount averaging \$2.80 was awarded in 326 cases of total incapacity; and a weekly amount averaging \$2.39 in 175 cases of partial incapacity.

The statistics relating to cases in which memoranda recording agreements or awards by private arbitrators under the Workmen's Compensation Acts were registered in England and Wales show that the average of the awards to dependents in cases of fatal injury was \$812.71, the average in cases of incapacity being \$204.39 (lump sum), or \$3.22 (weekly payment). For mine workers the average was \$330.92 (lump sum) or \$3.35 (weekly payment); for

building operatives the amounts were \$228.73, or \$3.51; for agricultural workers, \$77.86, or \$1.37.

The New British Act in Common Parlance.

Part II of the Report of the Bureau of Statistics of Labor for 1907, which was devoted to Recent British Legislation Affecting Workingmen, contained the complete text of the new British Workmen's Compensation Act, passed by Parliament December 26, 1906, and in effect July 1, 1907. By this Act the provisions of the Workmen's Compensation Acts of 1897 and 1900 were repealed in a large measure, but were made to apply to cases where the accident occurred prior to July 1, 1907, except to the extent provided for in the new act. The provisions of the new act apply to nearly all working people, including seamen, clerks, shopmen, and domestic servants, and it is claimed that by this act, 6,000,000 additional persons will be brought within the scope of the law requiring compensation for injury by accident. All persons, irrespective of sex or age, who are employed in manual labor and whose compensation is less than £250 (\$1,216.63) a year, are included. The following exceptions, however, are made: "Out-workers" (persons working on material furnished by the employer but elsewhere than on premises controlled by the employer), policemen, persons in the naval or military service of the Crown, members of the employer's family and persons casually employed for some purpose not connected with the employer's trade or business.

A considerable portion of the act relates to definition of cases which properly come under the act, the method of

entering claim for compensation by the workman or his dependents or other representatives, and other matters of an administrative nature. Following this matter are three schedules, the first of which has reference to the scale and conditions of compensation, the second provides for a system of arbitration of those cases which, under the act, are to be disposed of by that method and not be otherwise settled, and the third schedule provides for compensation for certain specified diseases contracted by workmen by reason of their employment.

Where death of a workman results from accident or injury, persons wholly dependent may recover a sum equal to his earnings for the three years next preceding the injury, but not exceeding £300 (\$1,495.95) or less than £150 (\$729.98); in case of persons not wholly dependent the amount as determined above or an amount determined by arbitration may be recovered; where there are no persons dependent, the reasonable expenses of medical attendance and burial, not exceeding ten pounds (\$48.67), are allowed.

Claims for compensation may be made by the injured workman, or by his dependents, the term "dependents" being defined in the act as members of his family (including wife, husband, father, mother, grandfather, grandmother, step-father, stepmother, son, daughter, grandson, granddaughter, stepson, step-daughter, brother, sister, half-brother, half-sister, and, by special provision, an illegitimate child and parent or grand-parent respectively).

In case of injury resulting in total or partial incapacity for work, a weekly payment not exceeding 50 per cent of his average weekly earnings for a term specified, but not exceeding £1 (\$4.87), shall be paid to the injured workman, but, if the incapacity shall continue for less than two weeks, no compensation shall be paid for the first week. An exception to this provision is made in the case of a workman under 21 years of

age, to whom full earnings, but not exceeding 10 shillings (\$2.43) a week, must be paid, provided his average weekly earnings were less than 20 shillings (\$4.87). Further provisions are made for piece-workers.

A very important feature of the new act is the third schedule, which adds to the earlier list of personal injuries, for which compensation is payable, the contracting of certain diseases due to the nature of employment in which a workman may be engaged. The additional diseases specified are anthrax, due to handling wool hair, bristles, hides and skins; poisoning, resulting from employment in processes involving the use of mercury, phosphorus, and arsenic; and ankylostomiasis, a disease frequently acquired by miners.

The act as a whole, by its repeal or consolidation of former acts and by its addition of important new provisions, becomes one of the most important of the recent legislative measures affecting workingmen.

Bibliography of Workmen's Compensation Acts.

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Belgium.

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Cape Colony.

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Denmark.

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Queensland.

Act of December 20, 1905, French text, *Annuaire de la Législation du Travail*, 1905, p. 286.

Russia.

Act of June 2 (15) 1903, French text, *Annuaire de la Législation du Travail*, 1903, p. 499.

South Australia.

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Spain.

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Sweden.

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THE INDUSTRIAL WORLD.

Strikes and Lockouts, United States, 1881-1905.

The Twenty-first Annual Report of the Bureau of Labor of the Department of Commerce and Labor at Washington contains material relating to strikes and lockouts in the United States during the twenty-five year period 1881 to 1905.

From the data therein presented the following table has been prepared, showing under the head of strikes, lockouts, and total number of disputes, the number of establishments affected and the number of employees directly and indirectly affected:

CLASSIFICATION.	Number of Strikes	Number of Lockouts	Total Number of Disputes
Number of disputes, . . . : : :	36,757	1,546	38,303
Number of establishments, . . . : : :	181,407	18,547	199,954
Number of employees directly involved, . . . : : :	6,728,048	716,231	7,444,279
Number of employees indirectly involved, . . . : : :	1,975,776	109,379	2,085,155
Total number of employees directly and indirectly involved, . . . : : :	8,703,824	825,610	9,529,434

The above total numbers of employees directly and indirectly involved do not include employees thrown out of work in the many establishments not immediately involved in the strikes and lockouts but dependent in one way or another on the establishments involved.

According to the report men formed 90.57 per cent of all employees thrown out of work as a result of strikes, and 84.18 per cent of those thrown out of work as a result of lockouts. The average duration of strikes per establishment was 25.4 days and of lockouts 84.6 days, while 111,343, or 61.38 per

cent, of all establishments involved in strikes were closed an average of 20.1 days, and 12,658, or 68.25 per cent, of all establishments involved in lockouts were closed an average of 40.4 days. The greatest number of strikes in any one group of trades was in the building trades, in which occurred 26.02 per cent of all strikes, representing 38.53 per cent of all the establishments involved in strikes. In the coal and coke industry 9.08 per cent of all the strikes occurred, representing 9.39 per cent of all establishments involved in strikes, and in this industry more strikers and other

employees were thrown out of work by strikes than in any other industry. Industrial disputes were reported as most common in the great industrial States. Thus in the five States—New York, Pennsylvania, Illinois, Massachusetts, and Ohio, which together included 45 per cent of the total number of manufacturing establishments in the country—there occurred 63.46 per cent of all strikes and 56.21 per cent of all lockouts during the period, involving respectively 69.44 per cent and 77.99 per cent of all the establishments affected by the strikes and lockouts.

During the period considered, 68.99 per cent of the strikes were ordered by labor organizations. Strikes so ordered were wholly successful in 49.48 per cent of the establishments involved, and partly successful in 15.87 per cent of the establishments involved, while the corresponding percentages for strikes not so ordered were 33.86 per cent and 9.83 per cent respectively; 40.72 per cent of the strikes were undertaken for increase of wages either alone or in combination with some other cause; about 32.24 per cent were for increase of wages alone; 23.35 per cent were for recognition of the union either alone or in combination with some other cause; and 18.84 per cent were for that sole cause; 11.90 per cent were wholly or in part against reduction of wages; 9.78 per cent were to enforce demands for a reduction of hours, while only 3.74 per cent of the strikes were sympathetic. Of the total number of establishments involved in strikes, 57.91 per cent were involved in strikes undertaken wholly or in part to enforce demands for increase of wages. Disputes concerning recognition of the union, union rules, and employers' organizations were responsible wholly or in part for lockouts in over one-half of the establishments.

The settlement of strikes and lockouts by joint agreement, according to the report, has been attended within recent years by considerable success. During the five-year period, 1901 to

1905, 5.75 per cent of all strikes and 12.20 per cent of all lockouts have been settled by this means, while only 1.60 per cent of the strikes and 2.03 per cent of the lockouts were settled by arbitration.

Comparing the year 1905 with earlier years the report points out that the year 1905 stands out as the year most notable for the great number of workmen thrown out of work because of strikes.

Birth Rates in British Mill Towns.

In *Fabian Tract No. 131*, Mr. Sydney Webb has presented the results of an investigation, in its various aspects, of the decline in the birth-rate in England. One conclusion which is of special industrial significance was as follows: "The decline in the birth-rate is exceptionally marked where the inconvenience of having children is specially felt." In support of this conclusion he said: "Where married women habitually go to work in factories, and where their earnings form an important element in the weekly income of the family, the interruption caused by maternity is probably most acutely felt. The enforcement by the Factory and Workshops Acts of 1891 and 1901 of four weeks' absence from employment after child-birth comes as an additional objection. Moreover, in the factory districts the later age at which children can now become productive wage-earners has certainly rendered large families less economically desirable than of yore. It is, therefore, of some significance that the ten towns in all England in which the relative fall in the birth-rate between 1881 and 1901 is most startlingly great are Northampton, Halifax, Burnley, Blackburn, Derby, Leicester, Bradford, Oldham, Huddersfield, and Bolton—all towns in which an exceptionally large proportion of married women are engaged in factory work, in textiles, hosiery or boots." He was unable to furnish any statistics of the decline in the birth-rate among the married women

teaching in schools, but stated that it was known to be great.

Conciliation in Great Britain.

A recent dispute between employers and men in the Scotch shipbuilding trade grew out of a walkout of boilermakers at one shipyard, due to the giving of certain work to apprentices. The strike was a violation of an agreement made in 1901, in which the Boilermakers' and Iron and Steel Shipbuilders' Society bound itself not to interfere in matters pertaining to apprentices. The union, which is a powerful one, was notified by the Shipbuilders' Employers' Federation that in view of the frequent walkouts similar to the one now at issue there would be no settlement of the trouble, even though the men be ordered back, unless provision was made that in the future all disputes that might arise should be discussed by representatives of the two organizations before extreme measures were taken on either side. What was contemplated by the employers was a preventive of hasty strikes and lockouts. The union of the shipyard workmen, strong as it is, could scarcely find ground for quarreling with the employers' position, since it was in line with the later tendencies in Great Britain.

On August 23, an agreement was reached by the Shipbuilders' Employers' Federation and the Boilermakers' and Iron and Steel Shipbuilders' Society. The general terms on which the trouble over apprentices was settled were as follows:

(1) No stoppage of work shall take place on any question pending the discussion of the question in the following manner, viz.: (a) In the yard or place where the dispute arises; (b) failing settlement then, by the local employers' association and the responsible local representatives of the society in local conference; (c) if necessary, by the executive board of the federation and the executive council of the society. (2) There shall be no interference with the working of such overtime as may be

necessary pending an agreement on the subject between the federation and the society. (3) Journeymen shall not be penalized by the society in any way for carrying out their engagements with their employers during their apprenticeship.

The union withdrew from its position regarding the employment of apprentices at the Walker Shipyard and the kind of work the company might give them to do.

Such a proviso removes industrial disputes by so much from the category of warfare and gives a chance for the sober second thought that may lead to peaceable adjustment. Naturally its successful working calls for discipline on both sides. A difficulty met in practice has been that one break over on either side is apt to be the beginning of a series of reprisals that severely strain the entente. The New York agreements at one time operative between foundry and machine shop organizations of employers in the United States and the respective unions of molders and machinists provided similarly that disputes should be discussed with the shop still in operation and the men at work, and that there should be no strikes and no lockouts until an effort had been made to get a settlement by the intervention of the respective organizations. If the American labor unions in the metal trades progress to the point reached by similar unions in Great Britain and give up the attempt to control the shop in respect to apprentices, output, and working force, they might find a greater disposition on the part of employers to adopt a conciliatory attitude rather than that of distrust and defense, which has seemingly grown more common in recent years.—*The Iron Age*.

Strikes and Lockouts in Germany, 1906.

There were 3,378 strikes begun in Germany during 1906, affecting 16,246 establishments, in which 686,539 persons were employed when the strikes occurred. The strikers numbered 272,218, and 24,433 other persons were forced

into idleness, making a total of 296,651 persons out of employment on account of the strikes. Of the 3,328 strikes settled during the year, 613 resulted in success for the strikers, 1,217 in failures for the strikers, and the remaining 1,498 in compromises. The greatest number of strikes in a single industry (1,085 with 79,076 strikers) occurred in the building trades, the next largest numbers being 441 (with 21,141 strikers) in woodworking and 317 (with 22,724 strikers) in metal working. The lock-outs reported during the year numbered 305, of which 298 were settled. These 298 lockouts affected 2,780 establishments employing 152,449 persons, of whom 77,109 persons were directly affected by the lockouts. The lockouts were successful in 88 cases, while 36 resulted in failures and 174 in compromises.—*Statistisches Jahrbuch für das Deutsche Reich, 1907. Berlin.*

DANISH INCOME TAX.

A national tax is imposed in Denmark upon the incomes and fortunes of both individuals and societies or companies. The rate of the tax on incomes varies from 1.3 per cent to 2.5 per cent; the rate of the tax on fortunes is 0.06 per cent. For the fiscal year 1906-07, the income tax was applicable to 302,666 individuals out of a population of 2,588,919 persons. The aggregate incomes of these individuals amounted to \$158,898,029,¹ of which sum \$96,153,005 were taxable, the revenue to be derived from the tax amounting to \$1,600,299. The tax on fortunes was applicable to 245,842 persons, whose fortunes aggregated \$1,188,430,188, the amount of the tax thereon being \$712,933. The income tax was also applicable to 1,521 societies or companies having a total aggregate income of \$15,721,849 and an aggregate taxable income of \$8,795,138, the total revenue therefrom being \$175,903; while the 25 companies or societies subject to the tax on fortunes had aggregate fortunes of \$634,383, the tax on which amounted to \$381. The aggre-

gate revenue to the State from the incomes and fortunes of individuals and societies was, thus, \$2,489,516.—*Statistiske Meddelelser, Statens Statistiske Bureau, Fourth Series, Vol. 22, Copenhagen, 1907.*

AGRICULTURAL CO-OPERATION, DENMARK.

The first co-operative dairy, in Denmark, was established in 1882. In 1900 there were 1,029, and the number increased slightly each year until in 1906 there were 1,068 co-operative dairies, in which approximately 157,500 persons were interested. In addition, about 200 dairies were maintained by the communes. In 1903, the communal and other co-operative dairies handled the product of more than nine-tenths of all the milch cattle in the country.

Co-operative slaughter-houses are also in operation in Denmark, the first having been established in 1887; in 1897 the number had increased to 21, with 42,000 participants, and in 1905 to 32, with 70,000 participants. Participation is more pronounced among estates of moderate size than for either the very large or the very small properties.

Unions for exporting eggs form a third class of co-operative agricultural organizations. Efforts to regulate the exportation of eggs resulted in the creation, during 1890, of these egg-unions, so-called. In 1900, there were 484 such unions, and in 1906 the number had increased to 790, with an aggregate membership of about 57,000. These figures are minimum, however, since they do not include unions which are outside the great central organizations.—*Statistiske Meddelelser, Statens Statistiske Bureau, Fourth Series, Vol. 22, Copenhagen, 1907.*

LABOR DISPUTES IN SWEDEN, 1906.

According to a report issued by the Swedish Labor Department, 277 labor disputes, directly affecting 18,612 work-people, commenced in Sweden in 1906, as compared with 175 disputes, affecting 32,368 workpeople, which began in 1905.

¹ The Danish Crown, the denomination in which amounts were given, equals 26.8 cents.

The approximate numbers of working days lost as a result of the disputes was 484,000 in 1906 and 2,500,000 in 1905. The time lost as result of the disputes in 1906 was largely in the mining and smelting industry and in the building trades. Of the 277 disputes in 1906, 228 were strikes, seven were lockouts, and in 42 cases it was not clear as to whether the initiative was taken by the workpeople or the employers. Questions of wages were the main cause of 173, or 63 per cent, of the total number of disputes. All but 12 of the disputes terminated before the end of the year, the results being known in 259 cases. Of these 111 cases, or 43 per cent, were in favor of the workpeople, 64, or 25 per cent, were in favor of the employers, and 84, or 32 per cent, were compromised.—*Board of Trade Labour Gazette, London, May, 1907.*

New Statistical Bureaus in Argentine, Chile, and Panama.

The National Department of Labor, established in the Argentine Republic, early in this year, issued the first number of its quarterly bulletin on June 30. It is a document of 152 pages, and, in addition to the laws and regulations relative to the establishment of the Department, contains articles on proposed changes in legislation relative to Sunday rest; opinions of industrial and labor unions on conciliation; a report of the mixed commission of employers and workmen in the graphic arts; information on railway strikes and government intervention in strikes; a report on the regulation of the employment of women and children; statistics of strikes in the city of Buenos Aires; the names of organizations of employers and workingmen in the city of Buenos Aires; international statistics of labor organizations in 1905; and university studies on the labor problem.

The newly established Bureau of Statistics of Labor of Chile has issued a report, dated June 30, 1907, giving an account of the establishment of the office as a branch of the Department of In-

dustry, and reviewing the work done by it during its first three months of existence.

In accordance with a law passed December 20, 1907, a general statistical office for the Republic of Panama was organized on May 17, 1907, under the name of *Dirección General de Estadística*. Señor Léon Fernández Guardia was named as the director of the office, which will have in charge the collection and publication of the vital, commercial, and agricultural statistics of the Republic. The central office is located in the city of Panama. The first bulletin of the new department was published June 20, 1907, and contains copies of all the laws, decrees, regulations, and circulars relating to the establishment and management of the office.

Hours of Labor in Austrian Factories.

An inquiry into the hours of labor usually worked in Austrian factories was undertaken in 1906 by the Department of Labor Statistics of the Austrian Ministry of Commerce. In every case the hours returned were those worked in the normal season of the trade. The whole of Austria was covered by the investigation, the information being supplied by the factory inspectors, who made special inquiries where necessary. In the schedules the workpeople of each sex were distinguished according as they were over or under 16 years of age, and the establishments were divided into two groups: (a) *continuous*, where work was carried on on Sundays and week days; and (b) *non-continuous*, where work was not carried on on Sundays. In the case of factories in which employment in certain departments was continuous and in other departments non-continuous, the workpeople are classed with the group to which they belonged. Inquiries were also made as to the earlier cessation of work on Saturdays, and the prolongation or curtailment of the working hours at certain seasons of the year.

According to the Austrian definition,

a "factory" is an industrial establishment carried on in closed workplaces employing over 20 persons as a rule, in which machinery is used, and the work carried on by a system of division of labor. The report¹ recently published shows that at the time of the inquiry there were 12,594 such establishments, employing 1,037,601 workpeople, comprising 45.6 per cent of the total number of persons engaged in industrial occupations (omitting those not carried on in factories, such as hotels and restaurants, the building trades, and itinerant trades). Of these, 728,920 were males and 308,681 females. Included in these figures were 66,252 young persons of 16 or under, of whom 39,673, or a little more than one-half, were lads, and 26,579 were girls.

It was found that 106,671 workpeople were employed in the former (continuous) class of establishments, and 930,930 in the latter. In the case of the non-continuous class, which included nine-tenths of the whole, 8.8 per cent of the workpeople had a working day of nine hours or less, 45.9 per cent over nine up to 10 hours, 43.8 per cent over 10 up to 11 hours, while the remaining 1.5 per cent either worked over 11 hours or had no fixed hours. Thus more than one-half of the persons employed in non-continuous factories had a normal working day of not more than 10 hours.

Trade Unions in Austria in 1906.

Statistics relating to the membership, etc., of Trade Unions in Austria in 1906² have recently appeared in *Die Gewerkschaft*, the journal of the Central Trade Union Commission at Vienna. Similar statistics have appeared annually since 1901. As in the preceding year, the report has excluded "general unions" not confined to particular trades, and "trade clubs" (educational associations more or less resembling Trade Unions in character).

In 1906, the number of "Central" unions was 49, as compared with 47 in 1905, and the number of local unions was 4,062, as compared with 2,964 in 1905, an increase of 37 per cent. On the other hand the number of "district" unions decreased from 100 in 1905 to 89 in 1906. The total number of organizations was thus 4,200 in 1906, as compared with 3,111 in 1905 and 1,571 in 1901. The total membership at the end of December was 448,270 in 1906, as compared with 323,099 in 1905, and 119,050 in 1901.

During the year 1906, 275,690 persons joined the Trade Union organizations, while 150,519 ceased to be members, so that there was a net increase in membership of 125,171, or 38.7 per cent in the year.

Of the 448,270 members at the end of 1906, 406,080, or 90.6 per cent, were males, and 42,190, or 9.4 per cent, were females. The corresponding percentages for the previous year were 91.2 and 8.8 respectively.

The total receipts of the Trade Unions in 1906 amounted to \$1,417,422, and the total expenditure to \$1,138,791. In the preceding year the corresponding totals were \$942,270 and \$777,440 respectively. Dispute benefit is collected and paid out by the unions, but returns are not required to be made to the central body, hence no items under these heads appear under either receipts or expenditure.

The receipts consisted chiefly of ordinary contributions of members, which amounted to \$1,262,837. The total expenditure was made up of the following items: Unemployment benefit, \$186,639; traveling benefit, \$26,315; sick pay, \$117,915; infirmity pay, \$35,726; funeral benefit, \$24,243; payments in case of special distress, \$63,423; legal defence, \$19,806; cost of journal, \$184,102; educational objects, \$42,367; propaganda and organization, \$122,997;

¹ *Die Arbeitszeit in den Fabriksbetrieben Oesterreichs. Dargestellt vom K. K. Arbeitsstatistischen Amte im Handelsministerium.* Vienna, 1907: Alfred Hölder.

² *Stärke und Leistungsfähigkeit der Gewerkschaften Oesterreichs im Jahre 1906. "Die Gewerkschaft,"* June 14, 1907.

salaries and wages, \$93,742; other costs of administration, \$102,962; other expenses, \$118,555.

How to Establish Better Relations Between Employer and Employee.

The Second Deputy Commissioner of the New York Department of Labor, in his annual report to the Commissioner of Labor, on the work of the Bureau of Mediation and Arbitration makes the following suggestive observations apropos the establishment of better relations between employer and employee:

"Purely as a suggestion for which I ask such consideration as it seems to deserve, I will begin by making the assertion that employers generally have been the imitators of the workpeople rather than their instructors in the subject of proper regulation of the industrial question in so far as it relates to or deals with the relation between employer and employed. Without undertaking to prove that assertion, it is my judgment that good results would be obtained by employers, and especially those who employ large numbers of workmen, if they would carry still further this imitation by the establishment of what might be termed 'departments of industry or employment' as a part of the industry or establishment which they control, the individual head of which would occupy the same relation to the employer or industry that the business agent or chairman of the general or executive committee occupies to the labor organization.

"The effect would be that instead of several foremen or heads of departments taking valuable time from their special or particular duties to deal with questions affecting the workpeople individually or collectively, and none of which perhaps they have authority to determine, there would be a more or less trained and experienced individual whose first or principal duty would be to investigate and determine or recommend to the management proper determination in such matters. The result

would be that most strikes which occur through lack of proper investigation or misunderstanding would be avoided, along with a proportionate increase in the industrial efficiency of the State, and at the same time it would assure a more friendly feeling between the employer and employed, which is now often embittered by the fact that the necessities of personal application to other details of administration either prevent the executive management from giving prompt attention to the employees' grievances or even from knowing of their existence, which is readily mistaken for lack of interest or indifference. Our records show that a very large percentage of strikes are admitted to be the results of misunderstandings.

"There have been some disputes this year and during previous years that experience leads me to believe should have been proper subjects for investigation (compulsory, if necessary). In fact, I believe good results would follow the adoption of the principle of public investigation in all important labor disputes, for the reason that many disputes become either strikes or lockouts on account of the unreasonable attitude of one or the other (possibly both) of the contending forces, and if it were an established practice to make such investigation the disposition to enter into such disputes would be discouraged."

Bulletin of the International Labor Office.

A short review of the work of the International Association for Labor Legislation was published in the Massachusetts Labor Bulletin No. 49, issued in May, 1907. The English edition of the Bulletin of the International Association, then being prepared, has since been received at this office, a brief review of which publication is herewith presented.

The director of the International Labor Office in the preface states that: "The periodical publication of labor laws of all countries forms one of the chief objects of the International La-

bor Office. From its periodical *Bulletin* it is possible to obtain a complete survey of the progress of social legislation.

"The *Bulletin* contains, according to the space available, the full text of, or extracts from, all laws and orders concerning the protection or insurance of the working classes; it gives the changes effected by fresh regulation of conditions of work in the state of the law in all countries; it traces the progress of labor legislation by giving not only an account of the preliminary work of legislative bodies, but also the resolutions of associations interested in the subject. Finally, the *Bulletin* seeks to promote the study of the subject from original sources by supplying a complete bibliography of labor legislation and labor statistics."

This first English edition is in substance a translation and rearrangement of material already published by the International Labor Office in the several numbers of the German and French editions. The British Trade Disputes Act, 1906, and the Workmen's Compensation Act, 1906, also an appendix giving translations of notes concerning international labor treaties which have appeared in back numbers of the German and French editions have been inserted in the first English edition.

The greater portion of the first English edition consists of a compilation of the full text of, or extracts from, recent national legislative acts, this material being arranged under the general headings: (1) Laws and Orders, and (2) Parliamentary Action. Under Laws and Orders, national legislation in the following countries is considered: German Empire, Prussia, Hesse, Free Hanse Town of Bremen, Austria, Belgium, Bulgaria, Denmark, France, Great Britain and Ireland, British Colonies (including India, Madras, Cape of Good Hope, Mauritius, Natal, Transvaal, Canada, Bahama Islands, Jamaica, South Australia, and New Zealand), Netherlands, Russia, and Switzerland. Under Parliamentary Action were considered

the German Empire, Austria, United States, France, Great Britain and Ireland, Italy, Netherlands, and Switzerland.

Another feature of the *Bulletin* consists of a summary of resolutions of congresses of associations and memorials concerning labor legislation.

An exhaustive bibliography published as a part of the *Bulletin*, and to which reference has been made above, consists of 916 references to: (1) Recent official publications; (2) publications of leagues, societies, congresses, and meetings of semi-official and private institutions; and (3) distinctively private publications.

Labor Organizations in Canada, 1907.

In an analysis of the Canadian Directory of Labor Organization, the *Labour Gazette* stated that the total number of organizations reported was 1,681, of which eight were congresses and national associations issuing charters, 49 were trades and labor councils, 31 were federations of trade unions, and 1,593 were trade unions or other local associations of employees.

The 1,593 trade unions or local organizations are distributed by provinces as follows: Ontario, 752; Quebec, 256; British Columbia, 175; Nova Scotia, 123; Manitoba, 89; Alberta, 84; New Brunswick, 70; Saskatchewan, 31; Yukon Territory, seven; and Prince Edward Island, six. The cities having 50 or more local organizations are Toronto with 133, Montreal with 114, Hamilton and Winnipeg with 63 each, Vancouver with 54, and Quebec with 50.

Of the 1,593 local organizations included in the directory, 1,346 are affiliated with central organizations of an international character.

The five international organizations having the largest number of chartered branches in Canada were the following: Brotherhood of Maintenance of Way Employees, 98; United Brotherhood of Carpenters and Joiners, 71; Brotherhood of Locomotive Engineers,

59; Brotherhood of Railway Trainmen, 59; Brotherhood of Locomotive Firemen, 54.

New Labor Legislation in France.

On July 18, 1907, a law was passed in France providing that any employer not subject to the laws concerning responsibility for accidents to workingmen may, if he desires, place himself under the régime of such legislation for all accidents occurring to his workmen, clerks, or domestics, by reason of their employment. He is required to contribute to the guaranty fund in accordance with article five of the labor accidents law of April 12, 1906.

By a law passed July 23, 1907, the law relative to mines, which was passed April 21, 1810, and amended July 27, 1880, is further amended so as to give the Minister of Public Works authority over the health as well as the safety of employees in mines, with a view to controlling the spread of certain diseases.—*Bulletin de l'Office du Travail, France, Paris, August, 1907.*

Labor Accidents in Hungary, 1905.

Accidents to workpeople in factories and shops in Hungary, during 1905, numbered 18,962, the victims being men or boys in 17,792 cases and women or girls in 1,170 cases. The men and boys injured represented 3.95 per cent of all the male employees in factories and shops in Hungary, and the women and girls, 1.68 per cent of all the female employees. Of the total number of persons injured during the year, 26.88 per cent were engaged in the manufacture or use of machinery, the other large numbers being 22.59 per cent in transportation enterprises and 17.24 per cent in the use of hand tools, while 13.34 per cent were injured by the fall of heavy objects. About one-third of all the persons injured (6,995)

were insured in the factory accident insurance institution, the costs of such insurance being paid in 5,098 cases by the employers, 458 cases by the workmen, and 1,439 cases by employers and workmen together. Benefits for the injured were paid by sick benefit funds in 18,744 cases, the amounts paid during the year being \$68,798 for sick benefits and \$1,408 for 225 death benefits. The following table shows the relation between the size of the enterprise and the number of accidents occurring, the inference being that an enterprise increases in danger in direct proportion to the number of persons employed:

NUMBER OF EMPLOYEES.	Number of Employees Injured	Aggregate Number of Employees	Proportion per 1,000 of Employees Injured
Under 20, . .	3,089	304,664	10.14
21-50, . .	1,775	38,258	46.40
51-100, . .	2,217	32,087	69.10
101-200, . .	2,132	30,238	70.51
201-500, . .	4,054	49,324	82.19
501-1,000, . .	1,943	25,836	75.20
Over 1,000, . .	3,641	49,346	73.79
Unknown, . .	111	-	-
TOTALS, . .	18,962	529,698	35.79

—*Soziale Rundschau, Vienna, Austria, August, 1907.*

Retail Co-operative Societies in Switzerland.

At the close of 1906 there were 237 societies belonging to the union of retail co-operative societies in Switzerland, 36 having been added during the year, while three had withdrawn. The fund to be reimbursed at the close of the year amounted to \$8,945. The general cost of administration for 1906 was \$4,137, of which sum \$1,018 covered the cost of issuing the statistical year book and other publications. The net excess of receipts over expenditures for the year was \$18,992.—*Soziale Rundschau, Vienna, Austria, June, 1907.*

PUBLICATIONS OF THE BUREAU OF STATISTICS OF LABOR.

The following issues of the annual reports of this Department remain in print, and will be forwarded when requested upon receipt of the price set against each Part and bound volume.

Annual Report on the Statistics of Labor.

1893. Bound in cloth, postage 15 cents. This report contains a special report on Unemployment, and Labor Chronology for the year 1893; this latter will be mailed separately for 5 cents.

1896. Bound in cloth, postage 15 cents. Contains, I. Social and Industrial Changes in the County of Barnstable (postage 5 c.); II. Graded Weekly Wages, 1810-1891, second part (postage 10 c.); III. Labor Chronology for 1896 (postage 5 c.).

1897. Bound in cloth, postage 15 cents. Contains, I. Comparative Wages and Prices, 1860-1897 (postage 5 c.); II. Graded Weekly Wages, 1810-1891, third part (postage 10 c.); III. Labor Chronology for 1897 (postage 5 c.).

1898. Bound in cloth, postage 25 cents. Contains, I. Sunday Labor (postage 5 c.); II. Graded Weekly Wages, 1810-1891, fourth part (postage 15 c.); III. Labor Chronology for 1898 (postage 5 c.).

1899. Bound in cloth, postage 15 cents. Contains, I. Changes in Conducting Retail Trade in Boston since 1874 (postage 5 c.); II. Labor Chronology for 1899 (postage 10 c.).

1900. Bound in cloth, postage 25 cents. Contains, I. Population of Massachusetts in 1900; II. The Insurance of Workingmen (postage 10 c.); III. Graded Prices, 1816-1891 (postage 15 c.).

1903. Bound in cloth, postage 15 cents. Contains, I. Race in Industry (postage 5 c.); II. Free Employment Offices in the United States and Foreign Countries (postage 5 c.); III. Social and Industrial Condition of the Negro in Massachusetts (postage 5 c.); IV. Labor and Industrial Chronology for 1903 (postage 5 c.).

1905. Bound in cloth, postage 20 cents. Contains, I. Industrial Education of Working Girls (postage 5 c.); II. Cotton Manufactures in Massachusetts and the Southern States (postage 5 c.); III. Old-age Pensions (postage 5 c.); IV. Industrial Opportunities not yet Utilized in Massachusetts (postage 5 c.); V. Statistics of Manufactures: 1903-1904 (postage 5 c.); VI. Labor and Industrial Chronology (postage 5 c.).

1906. Bound in cloth, postage 20 cents. Contains, I. The Apprenticeship System (postage 5 c.); II. Trained and Supplemental Employees for Domestic Service

(postage 5 c.); III. The Incorporation of Trade Unions (postage 5 c.); IV. Statistics of Manufactures: 1904-1905 (postage 5 c.); V. Labor Laws of Massachusetts (postage 5 c.); VI. Labor and Industrial Chronology (postage 10 c.).

1907. Part I. Strikes and Lockouts in Massachusetts, 1906 (postage, 5 c.); Part II. Recent British Legislation Affecting Workingmen (postage, 10c.); Part III. Industrial Opportunities not yet Utilized (postage, 5 c.); Part IV. Statistics of Manufactures, 1905, 1906 (postage, 5 c.).

Annual Report on the Statistics of Manufactures.

Publication begun in 1886, but all volumes previous to 1892 are now out of print. Each volume contains comparisons, for identical establishments, between two or more years as to Capital Devoted to Production, Goods Made and Work Done, Stock and Materials Used, Persons Employed, Wages Paid, Time in Operation, and Proportion of Business Done. The Industrial Chronology which forms a Part of each report up to and including the year 1902 presents an Industrial Chronology by Towns and Industries. Beginning with the year 1903, the Industrial Chronology is combined with that for Labor under the title of Labor and Industrial Chronology and forms a part of the Annual Report on the Statistics of Labor. Beginning with the year 1904, the Annual Report on the Statistics of Manufactures was discontinued as a separate volume and now forms a part of the Report on Labor.

The volumes now remaining in print are given below, the figures in parentheses indicating the amount of postage needed to secure them:

1893 (15 c.); **1894** (15 c.); **1895** (15 c.); **1896** (10 c.); **1897** (10 c.); **1898** (15 c.), contains also a historical report on the Textile Industries; **1899** (10 c.); **1900** (10 c.); **1902** (10 c.); **1903** (10 c.).

Special Reports.

A Manual of Distributive Co-operation—1885 (postage 5 c.).

Reports of the Annual Convention of the National Association of Officials of Bureaus of Labor Statistics in America—1902, 1903, 1904, 1905, and 1906 (postage 5 cents each).

LABOR BULLETINS

OF THE

COMMONWEALTH OF MASSACHUSETTS.

These Bulletins contain a large variety of interesting and pertinent matter on the Social and Industrial Condition of the Workingman, together with leading articles on the Condition of Employment, Earnings, etc. The following numbers are the only ones now remaining in print, and will be forwarded upon receipt of five cents each to cover the cost of postage.

No. 29, January, 1904. Eight-hour Day — Licensing of Barbers — Early Closing and Half-holiday Laws of Australasia — Industrial Studies, Proprietors — Palaces for the People — Quarterly Record of Strikes.

No. 36, June, 1905. Tramps and Vagrants. Census of 1905 — The Loom System — Weekly Day of Rest — Wages and Hours of Labor on Public Works — The Census Enumerators of 1905 — Average Retail Prices, October and April — Semi-annual Record of Strikes and Lockouts: Six Months ending April 30, 1905 — Labor Legislation in Massachusetts for 1905 — Current Comment on Labor Questions: Profit Sharing — Industrial Agreements — Recent Legal Labor Decisions — Excerpts Relating to Labor, Industrial, Sociological, and General Matters of Public Interest — Statistical Abstracts.

No. 42, July, 1906. Non-Collectable Indebtedness — Pawnbrokers' Pledges — Hours of Labor in Certain Occupations — Labor Legislation in 1906 — Current Comment on Labor Questions: The Inheritance Tax — Industrial Information — Industrial Agreements — Trade Union Notes — Recent Legal Labor Decisions — Excerpts Relating to Labor, Industrial, Sociological, and General Matters of Public Interest — Statistical Abstracts.

No. 46, February, 1907. Unemployment in Massachusetts — State Free Employment Office — Insurance against Unemployment in Foreign Countries — The Metropolitan District — Population: Boston and Massachusetts — Labor Legislation: United States and Canada, 1906 — Industrial Agreements — Excerpts — Statistical Abstracts — Industrial Information.

No. 50, June, 1907. Manufactures: Massachusetts and Other States, No. 3, Comparison by States — Changes in Rates of Wages and Hours of Labor in Massachusetts, 1906 — Free Employment Offices — Estimated Population of Massachusetts Cities, 1906-1910 — Trade Unions in Foreign Countries — Quarterly Record of Strikes and Lockouts — Trade Union Notes — Industrial Agreements — Recent Court Decisions Relating to Labor — Excerpts — Statistical Abstracts — Industrial Information — Index to Bulletins Nos. 45 to 50.

No. 51, July-August, 1907. The Place of Birth of the Inhabitants of Massachusetts — The Place of Birth of the Inhabitants of the City of Boston — Massachusetts Forestry — The Deaf, by Herbert B. Lang, M.D. — Wage Agreements in Fall River Cotton Mills — Labor Legislation in Massachusetts, 1907 — Help Wanted in New England's Cotton Mills — Free Employment Offices in Foreign Countries — Municipal Pawn Shops in France and Germany — Employees' Mutual Benefit Associations in Massachusetts, 1906 — Movement of Manufacturing Establishments in Massachusetts, 1906 — Factory Construction in Massachusetts, 1906 — Failures in Massachusetts, 1906 — Trade Union Notes — Industrial Agreements — Recent Court Decisions Relating to Labor — Excerpts — Statistical Abstracts — Industrial Information.

No. 52, September, 1907. Editorial Review — Geo. E. McNeill: A memorial by Frank K. Foster — Standard Length of Print Cloth Cuts — Trade Union Directory.

No. 53, October, 1907. Editorial Review — Acute Diseases — Workmen's Compensation Acts — Statistical Abstracts.



